

**TACOMA-PIERCE COUNTY HEALTH DEPARTMENT**  
**FLU PANDEMIC: PREPAREDNESS PLANNING**  
Points to Guide Discussions with Schools

**Mitigation**

The activities that are initiated in advance to prevent or temper the impact of a flu pandemic. Involves:

- Creation of a Influenza Pandemic Response plan for your schools, district, or County-wide
- Education, preparing and training your staff about a fly pandemic *before* a pandemic; and training for different roles during a crisis
- Develop plan for communication with Health Department, EOC, other School District

**Business Continuity Planning:**

(The Centers for Disease Control and Prevention estimates that in the U.S., and influenza pandemic could infect up to 200 million people and cause between 100,000-200,000 deaths. 25-30% of the workforce could be affected any given time.)

- What will you do when a high number of your workforce are out ill?
- What will you do when bus drivers are sick?
- Prioritize critical functions
- Identify positions needed to carry out critical functions
- Review staffing plans to accommodate increased demand
- Identify functions that could be suspended for up to 2 months
- Cross train staff in critical functions
- Plan for alternative work schedules
- Create a mechanism for calling in staff: emergency planning
- Consider and prepare for the **psychological impact** on staff, teachers and student

**Educate staff for self-monitoring of Influenza-like symptoms**

- Symptoms
- Stay home when sick
- Respiratory Hygiene and Cough Etiquette
- Advise staff to prepare themselves and their families: emergency kits at home

**Encourage and facilitate vaccination of** employees against Human Influenza with recent seasonal human influenza vaccine

**Monitor**

Develop systems to monitor your staff and clients for influenza-like illnesses; report to the Health Department any outbreaks, increased absenteeism

**In your Plan, include discussions about Antivirals and Vaccines**

Be aware that during a pandemic, there will be limited medications and supplies; vaccines will probably take several months to develop. There will be discussion about prioritizing and triaging the use of medications and vaccines.

**Communication**

Define decision-making policies and coordination within your facility during a crisis